



## **Values and Vision: The 2021-2022 Budget Planning and Stewardship Campaign**

Every budget document is a snapshot into a congregation's values and represents a vision of not only who we are NOW, but who we wish to become. Our 2021-2022 budget was created with an eye toward fulfilling the values the Executive Team heard were important to the Board and to the congregation. And as your Executive Team, it's our job to interpret the hopes, dreams, desires and longings from the congregation. All of these values have been developed using the 8<sup>th</sup> Principle as our lens and guide. Here's what we heard:

**SAFETY: CREATING A POST-COVID, 21<sup>ST</sup> CENTURY CHURCH.** After a year of being in lock-down, you want to celebrate the physical return to church. At the same time, we understand that COVID has changed the way we do and think about church – forever. We have welcomed new members and made new friends who may never physically be a part of church. Living in a post-COVID time, there are some members for whom a full re-entry into physical church could be dangerous. We value the full participation of ALL SOULS who want to participate in this Beloved Community. To that end, we are proposing that it will take at least \$90,000 new dollars to equip the church for full re-entry. This includes live-streaming technology and other important upgrades to the way we create church to enable ALL who want to attend can do so safely – from anywhere in the world.

This budget also includes significant upgrades to our security systems and implementing security practices recommended by the Security Team. Since the protestors disrupted the church service in January 2020, we cannot ignore the fact that being a progressive, liberal church in the Nation's Capital requires a higher level of security. Our intent is to ensure the safety of all who attend and work at the church without impeding the sanctity of the space or infringing on the privacy of all who enter the doors of All Souls. We heard from you – members of All Souls that you want to be safe but that you do not want to use the police as



the only means for ensuring our safety. Our safety protocols are extensive and expensive. We need your help to ensure safe and just practices are implemented.

**EQUITY: CREATING AN EQUITABLE PLACE TO WORK.** All Souls has an incredible staff who, in all aspects of church life, make the magic happen. However, historically it's clear that All Souls has not directed its justice resources to ensuring that all staff members are paid within the UUA's Compensation Guidelines. This is the year we intend to change that. We propose that all non-ministerial staff salaries are raised to meet Large Church II, Geo Index 6 Guidelines. It's a big leap for All Souls, but with your help, we will get there.

**CELEBRATION: CREATING A MEMORABLE 200<sup>TH</sup> ANNIVERSARY.** All Souls will be celebrating its 200<sup>th</sup> birthday this year and next – and we want to be able to truly do it justice. We value our history and our place as a Cathedral Church in the wider world of Unitarian Universalism and in the District. This should be a magical year of story-telling, of music and the arts, engagement with social justice both past and present. We want to properly honor our ancestors and set in motion the plan for the next chapter of All Souls life. All Souls is a place with an abundance of creativity and possibilities. Let's truly make this celebration worthy of our past by creating our future, together.

**SUPPORT: FOR ALL SOULS MEMBERS OF THE GLOBAL MAJORITY.\*** All Souls is one of the few truly multi-racial congregations in our Association. Our current membership suggests that 13% identify as black, brown, indigenous, Asian/Pacific Islander, Latino/Latina/Latinx people of color. Our budget includes a new line item that is designated to support our members of color who would like to connect nationally with other Unitarian Universalists of color. Support to attend these important gatherings is one way of expressing our commitment to the 8<sup>th</sup> Principle.



**SAFETY. EQUITY. CELEBRATION. SUPPORT.** These are the values we've heard you express for this year. These are the values we are asking YOU to commit to this year, with your pledge dollars. Your pledge is the way we build the budget which supports our vision, our values and our dreams.

\* Global Majority is a phrase which recognizes that people of color represent over 80% of the population.